



DEPARTMENT OF THE ARMY
HEADQUARTERS, 18TH MILITARY POLICE BRIGADE
MANNHEIM, GERMANY APO AE 09058

REPLY TO
ATTENTION OF

AETV-MP-H

21 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum # 3, Prevention of Sexual Harassment

1. References:

- a. AR 600-20, Chapter 6, Equal Opportunity Program in the Army, 7 June 2006.
 - b. Army in Europe Command Policy Letter #29, Prevention of Sexual Harassment, 18 April 2006.
 - c. 21st TSC EO and Sexual Harassment Policy Letter, 26 September 2005.
 - d. V Corps Policy Memorandum #2, Prevention of Sexual Harassment, 15 December 2004.
2. Sexual harassment is illegal, it is wrong, it is a cancer within an organization, and will never be tolerated in this command – never!
3. Sexual harassment is any unsolicited or unwelcome verbal comment, gesture, or physical conduct of a sexual nature. Anyone who uses implicit or explicit coercive sexual behavior to control, influence, or affect the career, job, or salary of a subordinate is engaging in sexual harassment. This applies both on and off post. There is also no such thing as "off duty".
4. Commanders will establish active programs to seek and stamp out sexual harassment; merely responding to complaints is insufficient. All Soldiers and civilians will be afforded an environment free from unsolicited and unwelcome overtones. Take prompt and appropriate action where warranted.
5. Any complaints of sexual harassment will be treated seriously. Victims, or those making the complaint must know they will be treated fairly and without threat of reprisal.
6. The 18th MP BDE Commander will be notified of all complaints of sexual harassment (CCIR).
7. This policy will be posted on every unit's and outlying platoon bulletin boards.

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"EVER VIGILANT!"



MARK S. SPINDLER
COL, MP
Commanding

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